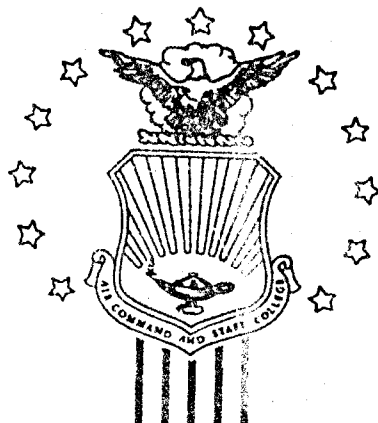


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STUDENT REPORT

USAF WOMEN PILOTS - THE COMBAT ISSUE

MAJOR TERESA MARNE' PETERSON 88-2110
"insights into tomorrow"

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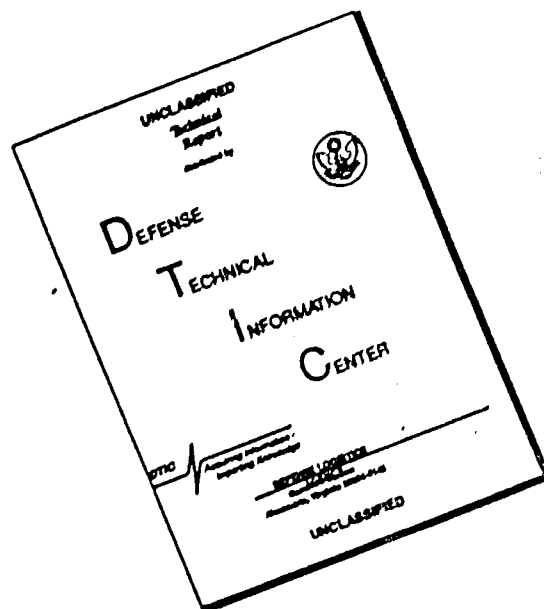
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Submitted to the faculty in partial fulfillment of
requirements for graduation.

**AIR COMMAND AND STAFF COLLEGE
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PREFACE

This research effort, although done by a woman pilot with an obvious personal interest in this subject, has been carefully written to present a fair analysis of the Air Force's policy of combat exclusion for military women pilots. There are 322 USAF women pilots presently on active duty; all are affected in some way by this policy, yet they have never been asked, as a group, their opinions. The author's objective is to merely present the facts, and the opinions of the women pilots. It is not to try to sway the reader's opinion, although that may occur. This is a fascinating area of research, and an issue not likely to fade away.

The author thanks the 224 women pilots who took the time to respond to this survey. Your comments were invaluable and at times an inspiration. Best of luck in your Air Force careers as professional military pilots.

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ABOUT THE AUTHOR

Major Teresa Marne' Peterson was graduated from Southern Illinois University in 1973, with a Bachelor of Science in Photographic Sciences and earned a Master of Arts in Human Resources Development from Webster University in 1986. Her professional military education includes Squadron Officer School in residence, Air Command and Staff College by seminar, and National Security Management Course by correspondence.

Major Peterson was a distinguished graduate from Officer's Training School and was commissioned a Second Lieutenant in 1973. After serving four years as an Aircraft Maintenance Officer, she attended Undergraduate Pilot Training (UPT) at Williams AFB, Arizona and earned her silver wings in January 1979.

After flying C-141's at Norton AFB, California, Major Peterson returned to Williams AFB as a T-37 Instructor Pilot. She concluded her tour at Williams as the Phase I Class Commander, responsible for the transition of every UPT student entering into Williams' pilot training program. In September 1982, she transferred to Randolph AFB, Texas, assigned to the T-37 Pilot Instructor Training squadron. Following her job as Assistant Flight Commander, she spent a year working as Chief, Flying Status Branch at HQ Air Training Command. From January 1985 to July 1987, she was assigned to the Colonels' Group at HQ AFMPC, handling assignment actions for over 700 Air Force Colonels.

Major Peterson is a Senior Pilot with over 1500 flying hours, including 500 instructor pilot hours. Her accomplishments include being Randolph's Outstanding Instructor Pilot of the Year in 1983. Her military decorations include the Meritorious Service Medal with three oak leaf clusters and the Air Force Commendation Medal.

Major Peterson is a lifetime member in the Order of Daedalians and is also a charter member and previous president of the Women Military Pilots Association. She participated in an Open Forum on Women in Defense at Arizona State University and represented the Air Force at the Olympic Scientific Congress in Eugene, Oregon, speaking on physical fitness and the Air Force mission. She has appeared on Good Morning America and participated in the first International Women's Aviation Space Career Conference in San Diego, California.

Major Peterson is married to Kevin J. Peterson of Mound, Minnesota. They have one daughter, Jennifer Monteen.

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EXECUTIVE SUMMARY



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REPORT NUMBER

88-2110

AUTHOR(S)

Major Teresa Marne' Peterson, USAF

TITLE

USAF WOMEN PILOTS -- THE COMBAT ISSUE

→ *The purpose of this report is*

I. Purpose: To determine the viewpoint and general consensus of USAF women pilots towards the Air Force's combat exclusion policy. To also review Title 10, USC 8549, the four Congressional bills that suggest changes to the combat exclusion law, and women pilots proven ability to fly combat aircraft.

II. Problem: The combat exclusion policy affects all USAF women pilots. In order to make informed decisions on use of women pilots, it is necessary to get their opinions on this policy.

III. Discussion of Analysis: All 322 USAF women pilots were sent surveys. A 224 response gave a 70 percent return-rate. This easily exceeded the sample size needed to assure 95 percent confidence in a precision of ± 5 percent. Quantitative analysis of the responses to the 22 questions was supplemented by survey comments.

IV. Findings: The Air Force, in a continuing effort to provide women more opportunities in the operational arena while at the same time conforming to the directives of Title 10, has opened several

CONTINUED

previously closed aircraft and missions to women. Additionally, USAF women pilots consider themselves capable of flying any combat aircraft and missions, and desire that opportunity.

V. Conclusions: USAF women pilots are restricted from combat aircraft and missions due to Air Force interpretation of Title 10, Section 8549. Although the Air Force has opened several previously closed aircraft to women, Congress is looking at four bills that will allow women to fly combat aircraft, but not necessarily combat missions. Today, women pilots demonstrate their ability to fly combat aircraft, but not in a combat role. Survey conclusions: USAF women pilots think women have the flying and physical ability, and the emotional stability to fly any combat aircraft. They are divided on the idea of flying combat aircraft only in a non-combat environment, and yet do feel they should be permitted to fly missions and be fully utilized in those aircraft they are presently allowed to fly. They definitely consider that combat exclusion hinders their military career and stops upward progression. The issue of Prisoner of War status and its harsh consequences are not a deterrent to women pilots volunteering for combat duty. Most felt that male pilots were not receptive towards women in combat aircraft, but were evenly divided on whether the American people would accept this idea. Although women pilots feel women should be included in the draft if it is re-instated for men, women should not be involuntarily put into combat units since they may lack necessary qualifications. USAF women pilots think all combat aircraft should be open to women and they personally desire the opportunity to fly combat aircraft and missions.

VI. Recommendations: (1) Further research to determine current male sentiments towards women flying combat aircraft. (2) The Air Force instigate a test program to lay to rest any doubt that women have the ability to fly today's jet fighters. (3) The Air Force continue to look for further ways of increasing rated opportunities for women pilots. (4) The Air Force should realize the limitations placed on women pilots in regard to command positions and the effect on career progression, and give increased emphasis to viable alternatives that will lead to senior leadership positions. (SDW)

Chapter I

INTRODUCTION

PRECEDENCE

During World War II, 1,024 civilian female pilots were trained to fly military aircraft in the Women Air Force Service Pilots (WASP) program, thus freeing male pilots for front line duty. They received initial flight training at Sweetwater, Texas, then went on to serve as target towers, ferry pilots, transport pilots, or instructors. By the end of 1944, the war had turned in favor of the Allies and the pool of available male pilots increased. On 20 December 1944, the WASP were deactivated. The 1944 keynote address to WASP Class 44-10, the last class of Sweetwater graduates, was given by Chief of Staff of the Army/Air Corps, General Hap Arnold. He admitted his previous uncertainty of whether a young girl could fly a B-17. But he said the WASP had proven him wrong.

"You and more than nine hundred of your sisters, have shown that you can fly wingtip to wingtip with your brother(s)," he said. "The entire operation has been a success. It is on record that women can fly as well as men...We will not again look upon a women's flying organization as experimental. We will know that they can handle our fastest fighters, our heaviest bombers. This is valuable knowledge for the air age into which we are now entering." (2:301)

Almost thirty years passed before the military would again use women as pilots.

SIGNIFICANCE

In the mid-seventies, the USAF allowed women to enter and train to fly jet aircraft in pilot training programs. For over ten years USAF women pilots have contributed to military aviation only as far as Title 10, US Code 8549 would allow. This "combat exclusion" law is the basis for what women Air Force pilots are allowed to fly and what missions they may perform. At present, there are 322 women pilots on active duty in the Air Force. What do these women military pilots think

about the restrictions placed on their utilization? How do they feel about this combat restriction and their ability to fly any combat aircraft? Answers to these questions form the basis for this research project.

OBJECTIVES OF THIS STUDY

This research paper will analyze the factors affecting the use of women pilots in combat aircraft. It first looks at the public law that dictates what aircraft women pilots can fly and how the Air Force interprets this law. It then discusses four legislative actions pending in Congress this term. This background material concludes with a look at women's ability to fly combat aircraft. The second and major part of this paper deals with a survey concerning the combat issue which was sent to all USAF women pilots presently on active duty. The survey results are broken down into statistical interpretation, analysis of these results, and written comments included in the Appendices. Conclusions based on these results and findings, along with the data presented in the background information, form the basis for further recommendations.

CHAPTER II

BACKGROUND INFORMATION

TITLE 10

Title 10, USC, Section 8549 states "female members of the Air Force...may not be assigned to duty in aircraft engaged in combat missions." Air Force policy precludes the assignment of women to "Aircraft whose principal mission involves aerial combat, defined as 1) delivery of munitions or other destructive materials against an enemy, and 2) aerial activity over hostile territory where enemy fire is expected and where risk of capture is substantial." (3;1-3)

To further explain, the current law which restricts using women in combat in the Navy, Air Force, and Marine Corps was enacted in 1948 when the women's auxiliary components were made part of the permanent military structure. Under these statutes, women in the Navy, Marine Corps, Naval Reserve, and Marine Corps Reserve may not be assigned to duty on ships or in aircraft that are engaged in combat missions, nor may they be assigned to other than temporary duty on vessels of the Navy except hospital ships, transport, and vessels of similar classification not expected to be assigned to combat missions. The Air Force women on active duty, or in the Air National Guard or Air Force Reserve (except medical, chaplain and JAG) may not be assigned to duty in aircraft engaged in combat missions. No statutory restrictions exist for Army women or those in Army National Guard or Army Reserve in combat. However, The Department of the Army's policy parallels the statutes and restricts women from assignment to those skills and positions which, through doctrine, mission, or battlefield location, invite the highest probability of direct combat action. (4)

Little by little, however, the Air Force has given ever-broadening interpretation to this law. In March 1985, the Secretary of the Air Force approved a revised Combat Exclusion Policy for Air Force women. The revised policy supports the Air Force philosophy of providing opportunities for women in as many areas as possible. For pilots, it opened up three more aircraft to women: the C-23, the EC-130, and the EC-130H, Compass Call aircraft.

Aircraft or missions that remain closed to USAF women pilots as a result of Title 10 are (3:1):

F-4	B-52	U/TU-2	C-130	CH/HH-3
F-5	FB-111	TR-1	C-141 Airdrop	CH/HH-53
F-15	MC/AC-130	RF-4	T-39 Flt Chk	UH/HH-60
F-16	A-10	O-2	C-140 Flt Chk	HH/1H CA
F-106	A-7	OV-10	HC-130	UH-1N CA
F-111	SR-71	OA-37	AT-38	
B-1	EF-111	T-33		

CONGRESSIONAL ACTIONS

At present, four bills have been introduced in Congress that would affect utilization of USAF women pilots. S.581 co-sponsored by Senators Proxmire and Cohen would open more combat support positions to women. For the Air Force, the bill would open all training, airlift, and reconnaissance aircraft to women. A companion bill is H.R.2719, sponsored by Representative Dickenson. The third bill, S.1398, is from Senator DeConcini. It would amend Title 10 to "clarify the authority of the Secretary of the Air Force to permit female members of the Air Force to receive fighter pilot training." In December 1987, Representative Byron from Maryland introduced H.R. 3798, which calls for a two-year test program of women in fighter aircraft. One important consideration is these bills do not necessarily open combat missions to women, only combat aircraft.

This high interest in Congress concerning women and combat prompted then Secretary of Defense Weinberger to form a DOD Task Force on Women in the Military, November 1987. This panel was tasked to look at 1) Combat Exclusion, 2) Career Development, 3) Sexual Harassment Issues, and 4) Utilization of women in the Services. The DOD Task Force Report, January 1988, recommended to the Secretary of Defense to direct the Secretary of the Air Force (SECAF) to review those portions of its regulations that close to women those aircraft that have a low probability of being engaged over hostile territory. The aircraft in question deal with Strategic Reconnaissance such as the SR-71, U-2 and the TR-1. The SECAF has 90 days to review and submit recommendations concerning opening reconnaissance aircraft to women. All other aircraft would remain closed since they still involve aerial combat or missions over hostile territory. (9)

Regardless whether Congress modifies the limitations of Title 10 or if the Air Force opens another previously closed weapon system, women pilots are capable of flying combat aircraft and missions. The proof begins with a look at history.

WOMEN PILOT'S ABILITIES

Women pilots have successfully flown combat aircraft and missions in the past and continue to do so today.

In World War II, the USSR had three all-female air regiments. "All saw action: a fighter regiment flew cover for Soviet Combat units from the Volga River to Vienna; a short-range dive-bomber regiment saw service in the Baltic States, at Stalingrad, and other front areas; and a night bomber unit carried out missions as far afield as Berlin....The bomber unit flew over 25,000 combat sorties. The Fighter regiment logged 4,419 combat missions and fought 125 air battles." (1:315-316)

Our own Women Air Force Service Pilots "ferried" seventy-seven different types of aircraft to include the P-38, P-40, C-46, and the B-24. Although not actively engaged in combat, they proved women had the ability to fly combat aircraft. (2:4,292)

Today, there are many examples of women's ability in fighter aircraft. In 1986, the first woman jet fighter pilot from a NATO country earned her wings through the Euro-Nato Joint Jet Training Program (ENJJPT) at Sheppard AFB, TX and is now in F-5 training in the Norwegian Air Force. (7) US Navy women pilots today fly the A-7 in an instructor role, and the F-4 as a pilot/test engineer. (9) Thus, they can fly combat aircraft but may not perform combat missions.

Other evidence supporting the contention that USAF women have the ability to fly combat aircraft is the advanced jet training completed in Undergraduate Pilot Training by all student pilots. The T-38 Talon is comparable to high-performance fighter aircraft like the AT-38 used at fighter lead-in or the F-5. At present, there are 52 women instructor pilots in Air Training Command (T-37 or T-38). (7) To be selected, these women had to be rated Fighter, Attack, Reconnaissance and Instructor Pilot (FAR and IP) qualified. Obviously the women are not being selected to fly fighters. However, this denotes they have demonstrated a high level of flying proficiency, and if men, would be qualified for fighter aircraft.

Currently, one female T-38 Instructor Pilot at Randolph AFB previously flew for General Dynamics. She has over 20 flying hours in the F-16 as a Flight Test Engineer and feels "totally qualified to fly that fighter and effectively accomplish its mission." (8) A female civilian pilot presently working for Northrop, has over 100 flying hours in the F-16 as a Flight Test Engineer, while previously employed with General Dynamics. (8)

From those women who flew combat aircraft in World War II to those who fly them today (in the Navy or the civilian sector) or who have the qualifications to fly combat aircraft but not the opportunity (USAF), it is clear women have demonstrated the capability to do the job.

This background information has shown what laws and Air Force regulations determine the use of women pilots. Legislative actions presently before Congress may alter Title 10, thus allowing more openings for women in "combat" aircraft. And finally, women's flying abilities should no longer be the issue -- they have proven themselves capable. The issue here is do Air Force women pilots want the opportunity to fly all combat aircraft? The following survey results provide conclusive answers to this and other questions in several related areas.

Chapter III

THE SURVEY PROCESS

INTRODUCTION

This section analyzes a survey sent to all 322 USAF women pilots presently on active duty. Several surveys and studies have been done in the past concerning the male opinion on women in combat. (5:1-27) However, no one has ever asked women their thoughts about combat flying. Therefore, this survey was intentionally sent to women Air Force pilots only. The first step was to develop a survey that would adequately address the subject of combat exclusion and ascertain their thoughts and desires concerning combat aircraft and missions. To ensure the sample population was statistically reflected, a minimum confidence/ precision level was established. Once this confidence level was assured, the data was analyzed by quantitative measures and augmented by subjective analysis.

PROCESSING THE SURVEY

The Air Force Military Personnel Center provided address labels for all active duty Air Force women pilots. The survey was mailed on 15 Nov 87, with a suspense of 15 Dec 87. Respondents recorded their answers to the 22 questions on standard computer scanner sheets, which were then processed by the Air University computer facility. Respondents were encouraged to further explain or discuss areas of interest on the attached comments sheet.

ESTABLISHING THE CONFIDENCE LEVEL

With any survey, unless 100 percent of the population surveyed responds, there is some risk the survey results will not accurately reflect the total population. To assure this survey's accuracy, a precision level of ± 5 percent was chosen with a confidence level of 95 percent that the true answer falls within this range. To determine the minimum sample size required to have 95 percent confidence in a precision level of ± 5 percent, the following formula was used:

$$n = \frac{N Z^2 X .25}{[(d)^2 (N-1)] + [(Z^2 X .25)]}$$

Where: n = sample size required
 N = total population size
 Z = statistical factor for the confidence level chosen
 (1.96 for 95%)
 d = precision level ($\pm 5\% = .05$) (6:23-24,53)

For this survey group, with a total population of 322 women pilots, the minimum sample size required to assure a 95 percent confidence level for a precision of ± 5 percent is 175. The 224 returned surveys exceed this value and yield a return rate of 70 percent.

QUANTITATIVE ANALYSIS

Appendix A contains the quantitative analysis of responses to all questions. Questions 1 through 9 provide demographic information. Questions 10 through 22 used a Likert-type scale, with an "A" response being the most positive or "strongly agree" to an "E" which was "strongly disagree".

Augmenting these quantitative measures are 15 pages of comments in Appendix B.

Chapter IV

SURVEY RESULTS

CONDENSED RESULTS

The most significant results were:

- 1) 100 percent of women pilots agreed that women are capable of flying combat aircraft.
- 2) 93 percent agreed that all Air Force aircraft and missions should be open to women pilots.
- 3) 81 percent personally want the opportunity to fly combat aircraft.

The return rate of 70% (224) indicates a very high interest level, as might be expected. All analysis naturally represents only the 224 women who responded out of the 322 total women USAF pilot resource. Additionally, of the 224 returned surveys, 136 had written comments expanding on numerous interest areas. (Ref App II). As several written comments indicated, the women were very pleased to have an opportunity to share their views and opinions, and air this "sensitive" situation from their side.

SECTION I - DEMOGRAPHICS

1. What is your present grade?	Frequency	Valid Percent
A. Lieutenant Colonel	1	.4%
B. Major	11	5
C. Captain	153	68
D. First Lieutenant	39	17
E. Second Lieutenant	20	9

ANALYSIS: Over 94% are company grade officers with the majority, or 68%, captains.

2. How much total active federal commissioned service (TAFCS) have you completed?

A. Less than 2 years	19	9%
B. 2 years but less than 6 years	95	42
C. 6 years but less than 11 years	100	45
D. 11 years but less than 16 years	10	4
E. Over 16 years	0	

ANALYSIS: Over 44% (100) fall between the 6-11 year group, the target years for pilot retention.

3. To which Major Command are you currently assigned (answer in question 3, 4 or 5).

A. Air Force Communications Command	0	
B. Air Force Logistics Command	0	
C. Air Force Space Command	0	
D. Air Force Systems Command	4	2%
E. Air Training Command	62	28

4. A. Air University	1	.4%
B. Alaskan Air Command	0	
C. Electronic Security Command	0	
D. Military Airlift Command	74	33
E. Pacific Air Forces	2	1

5. A. Strategic Air Command	61	27%
B. Tactical Air Command	6	3
C. United States Air Force Academy	8	3
D. United States AF in Europe	1	.4
E. Other (Headquarters, SOA, DRU)	5	2

ANALYSIS: Questions 3, 4 and 5 were analyzed together in a new question 3 (NQ3). Air Training Command (28%), Military Airlift Command (33%) and Strategic Air Command (27%) account for 88% of the women pilots.

6. If you are currently assigned to ATC, which of the following is your parent command? (If not currently assigned to ATC, skip to question #7).

A. Air Training Command	40	63%
B. Military Airlift Command	8	12
C. Strategic Air Command	14	22
D. Tactical Air Command	2	3
E. Other	0	

ANALYSIS: The response indicates again that most women are assigned to ATC, MAC or SAC. Of those women serving as instructors in ATC, 63% are First Assignment Instructor Pilots.

7. What is your source of commission?

A. OTS	44	19%
B. ROTC	89	40
C. USAFA	89	40
D. Other	2	1

ANALYSIS: Even though USAFA women first started receiving their pilot wings in 1981 (first class was graduated in 1980 plus one year for pilot training), they comprise 40% (89) of the female pilot force who answered this survey.

8. What is your marital status?

A. Single	104	46%
B. Married to civilian	30	13
C. Married to military pilot	75	34
D. Married to other military	15	7

ANALYSIS: Very close to a 50/50 split between being single or married. Of the marrieds, 62% are married to another military pilot. According to Assignment Officers at HQ AFMPC, these 75 couples present an interesting challenge in managing dual-rated careers.

9. What is your children (s) gender?

A. Boy	6	3%
B. Girl	11	5
C. Both	5	2
D. No children	191	89

ANALYSIS: Only 10% (22) of these women pilots have children. No statistical relevance can be derived. Yet, it would appear (since over half are still single or have not yet met their initial flying commitment) that the majority of women pilots have their child-bearing years ahead of them.

SECTION II -- COMBAT ISSUES

10. Women pilots have the flying ability (hand/eye coordination) to fly any combat aircraft.

A. Strongly agree	214	96%
B. Agree	10	4
C. Undecided	0	
D. Disagree	0	
E. Strongly Disagree	0	

ANALYSIS: 100% of the women either strongly agreed or agreed. Similar reaction was given in questions 11 and 12. Written comments indicate that "gender is irrelevant", but that the question was very broad and obviously not all women pilots had these abilities, as well as not all men.

11. Women pilots have the physical ability (stamina and strength) to fly any combat aircraft.

A. Strongly agree	194	87%
B. Agree	27	12
C. Undecided	1	.4
D. Disagree	2	1
E. Strongly disagree	0	

ANALYSIS: Ninety-nine percent of the women either strongly agreed or agreed.

12. Women pilots have the emotional stability to fly any combat aircraft.

A. Strongly agree	178	80%
B. Agree	42	19
C. Undecided	3	1
D. Disagree	1	.4
E. Strongly disagree	0	

ANALYSIS: Ninety-nine percent of the women either strongly agreed or agreed. Again, the "some do/some don't" logic was applied. But for "those that do, (they) should have the opportunity."

13. Women should be allowed to fly combat aircraft in a training role, yet not be required to fly in actual combat. (Ex: a female F-15 instructor pilot, who would remain stateside as an instructor if a war broke out overseas).

A. Strongly agree	52	23%
B. Agree	38	17
C. Undecided	19	9
D. Disagree	48	22
E. Strongly disagree	65	29

ANALYSIS: This question received the greatest amount of diversity and considerable written comments. There is a 40/51 percent split, with the remaining 9 percent undecided. The women who disagreed with this type of utilization indicated it would be too much favoritism and reverse discrimination for the women. Those in favor thought it would be a good way to "get a foot in the door" and then push for full utilization, or actual combat flying later. As one wrote, "The wall of inequality will only be knocked down one brick at a time." The diversity even extended by rank in that majors were just as split as lieutenants and captains.

14. If the Air Force policy on Title 10 is not lifted altogether, women should be allowed to perform all missions in those aircraft they are presently allowed to fly (ex. C-141 Airdrop, C-130 TAC Airlift).

A. Strongly agree	175	78%
B. Agree	30	13
C. Undecided	9	4
D. Disagree	9	4
E. Strongly Disagree	1	.4

ANALYSIS: Ninety-two percent either strongly agreed or agreed to the idea of full utilization in those weapon systems that women currently fly. It directly related to question 15 on upward progression. (Since Air Force interpretation of Title 10 uses the same argument to close Fighters, Bombers or C-141 Airdrop to women, it would appear no change will come in one area without change in all.)

15. Not being able to fly combat aircraft hinders my military career and stops upward progression.

A. Strongly agree	94	42%
B. Agree	60	27
C. Undecided	21	9
D. Disagree	39	18
E. Strongly disagree	9	4

ANALYSIS: Of the 69% that answered strongly agreed or agreed, 34% were from MAC, where women are not allowed to fly combat airdrop. Additionally, Captains and above agreed that their careers were hindered by Title 10, whereas lieutenants were split or undecided whether their careers would be affected. Several comments indicated women could have successful military careers, but that options for command or senior leadership positions were very limited. For these reasons, many said they will separate from the Air Force - "largely due to the limitations imposed by Title 10."

16. The threat of capture and confinement would be a deterrent in my volunteering for combat aircraft.

A. Strongly agree	10	4%
B. Agree	29	13
C. Undecided	17	8
D. Disagree	95	42
E. Strongly disagree	73	33

ANALYSIS: Seventy-five percent disagreed or strongly disagreed that capture and confinement would deter them from volunteering for combat aircraft and duty.

17. The threat of torture, if captured, would be a deterrent in my volunteering for combat aircraft.

A. Strongly agree	10	4%
B. Agree	36	16
C. Undecided	17	8
D. Disagree	93	42
E. Strongly disagree	68	30

ANALYSIS: Seventy-two percent disagreed or strongly disagreed that torture, if captured, would deter them from volunteering for combat duty. Written comments on both 16 and 17 doubted a real difference between men and women, and that even though capture or torture is a deterrent to both sexes, it is not such that they would not volunteer for combat duty. The recurrent theme from the written comments showed a very professional and patriotic approach. The women know the risks that go with flying in combat.

18. Male pilots are receptive to women flying any combat aircraft.

A. Strongly agree	4	2%
B. Agree	39	17
C. Undecided	29	13
D. Disagree	105	47
E. Strongly Disagree	47	21

ANALYSIS: Two thirds of the respondents (68%) do not think male pilots are receptive to women flying any combat aircraft. Written comments felt that the men who were now indoctrinated to working with women such as in MAC or ATC accepted them as equal professionals and felt women should fly all aircraft. Many felt that age was a factor in that older male pilots who had possibly flown in combat were much less receptive to women in combat aircraft. Also many women noted that the strongest factor barring women from combat aircraft was the male ego. "Prejudice comes in many forms, and perhaps what the men think is irrelevant to this issue."

19. The American people will now accept women flying any combat aircraft.

A. Strongly agree	13	6%
B. Agree	75	34
C. Undecided	48	21
D. Disagree	77	34
E. Strongly disagree	11	5

ANALYSIS: This question was split 40/40 percent, with 21 percent being undecided. Many women felt that the civilian population already thinks women are flying fighters and are not aware of any limitations. One woman disagreed and said, "The American people are not ready to put a bloody dagger in the hand that rocks the cradle."

20. I would favor drafting women if a future war required US involvement in large numbers and the draft was re-instated for men.

A. Strongly agree	89	40%
B. Agree	72	32
C. Undecided	32	14
D. Disagree	23	10
E. Strongly Disagree	8	4

ANALYSIS: Seventy-two percent are in favor of drafting women if we resumed the draft for men. Several did not think women should be drafted for combat duties, but that all young Americans needed to give something back to their country. As one woman put it, "its not fair to ask 49% of the population to fight a war for 100% of the population."

21. All Air Force aircraft and missions should be open to women pilots.

A. Strongly agree	160	71%
B. Agree	48	22
C. Undecided	5	2
D. Disagree	9	4
E. Strongly disagree	2	1

ANALYSIS: Ninety-three percent strongly agreed or agreed that all combat aircraft and missions should be opened to women. They did qualify in the written comments that not all women should fly combat aircraft and missions. Again as with questions #10, 11 and 12, not ALL women and not ALL men have what it takes to do this job. If women are allowed to fly combat aircraft, the selection process should be just as tough as for men. Most women realized that Title 10 (Congress) is the limiting factor; but as one wrote, "Why doesn't the Air Force tell Congress that it is ready to put women in fighters and let's get around to changing Title 10?"

22. I want the opportunity to fly any combat aircraft.

A. Strongly agree	134	60%
B. Agree	46	21
C. Undecided	17	8
D. Disagree	16	7
E. Strongly disagree	8	4

ANALYSIS: Eighty-one percent of the women said they personally want the opportunity to fly any combat aircraft. The majority of comments against personally wanting to fly combat stemmed from the fact these women were already very set in their careers and to change would probably hinder an established career. A very recurrent aspect was from the KC-135 women pilots who "are 'combat crewmembers', sit 'SIOP alert' and are very vulnerable to enemy attack. Just because they can't shoot back...they're not combat?"

Chapter V

SUMMARY

CONCLUSIONS

These conclusions are based on information presented in the first chapters, followed by conclusions based on analysis and comments from the survey:

1. USAF women pilots are restricted from combat aircraft and missions due to Air Force interpretation of Title 10, Section 8549.
2. The Air Force has opened several previously closed aircraft to women.
3. Congress is looking at four bills that will allow women to fly combat aircraft. This does not mean these Congressmen and Congresswomen feel women should fly in combat.
4. The Secretary of Defense felt the issue of women in combat important enough to appoint a Task Force. DOD Task Force findings pertinent to this project recommend an Air Force review of Strategic Reconnaissance aircraft (Air Force review and recommendations pending).

Survey conclusions:

5. USAF women pilots think women have the flying and physical ability and the emotional stability to fly any combat aircraft. (Ref. Q10/11/12)
6. USAF women pilots are divided on whether women should be allowed to fly combat aircraft, and yet not actually fly combat missions. Opposing views are favoritism towards women versus being able to get a step closer to flying combat by merely flying the airplanes. (Ref. Q13)
7. USAF women pilots think they should be allowed to perform all missions and be fully utilized in those aircraft they are presently allowed to fly. (Ref. Q14)
8. USAF women pilots feel not being able to fly combat aircraft hinders their military career and stops upward progression. (Ref. Q15)

9. USAF women pilots are not deterred from combat aircraft by the possibility of capture or confinement. (Ref. Q16)
10. USAF women pilots are not deterred from combat aircraft by the possibility of torture if captured. (Ref. Q17)
11. USAF women pilots do not think the majority of male pilots are receptive to women flying any combat aircraft. They further think this is irrelevant to their being allowed to fly combat aircraft. (Ref. Q18)
12. USAF women pilots are evenly divided on whether the American people accept women flying any combat aircraft. Opposing views are that the public already thinks they fly combat to society not being "ready" for this concept. (Ref. Q19)
13. USAF women pilots favor drafting women if the draft is reinstated for men. They clarify that women should not be drafted for combat positions, since not all women possess the qualifications. (Ref. Q20)
14. USAF women pilots agree that all combat aircraft and missions should be open to women who are qualified. (Ref. Q21)
15. USAF women pilots personally desire the opportunity to fly combat aircraft and missions. (Ref. Q22)

FINDINGS

1. The Air Force, in a continuing effort to provide women more opportunities in the operational arena while at the same time still conforming to the directives of Title 10, has opened several previously closed aircraft and missions to women.
2. USAF women pilots are capable and willing to fly combat aircraft and missions.

RECOMMENDATIONS

1. Further research to determine current male sentiments towards women flying combat aircraft.
2. The Air Force instigate a test program to lay to rest any doubt that women have the ability to fly today's jet fighters.

3. The Air Force continue to look for further ways of increasing rated opportunities for women pilots.

4. The Air Force should realize the limitations placed on women pilots in regard to command positions and the effect on career progression, and give increased emphasis to viable alternatives that will lead to senior leadership positions.

ADDITIONAL COMMENTS

The author again wishes to cordially thank those women who responded to this project. They appear greatly concerned with this issue, along with the future of being a female Air Force officer/pilot. From the survey comments, what cannot be underestimated is these women are very dedicated Americans who want to serve their country without reservation, and feel women are presently prohibited by law from doing so.

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APPENDICES

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Appendix A

QUANTITATIVE ANALYSIS

INTRODUCTION

This appendix contains the survey data in its entirety, reduced in size and reproduced. The most used columns of information are "frequency" and "valid percent". Mean and mode are also shown.

01

VALUE LABEL	VALUE	FREQUENCY	PERCENT	VALID PERCENT	CUM PERCENT
1	1	1	.4	.4	
2	2	11	4.9	4.9	5.4
3	3	153	68.3	68.3	73.7
4	4	39	17.4	17.4	91.1
5	5	20	8.9	8.9	100.0
TOTAL		224	100.0	100.0	
MEAN	3.295				
MODE	3.000	.048			3.000
KURTOSIS	1.124	.717			.514
S E SKEW	.163	1.991			.897
MAXIMUM	5.000	4.000			1.000
		738.000			

1. What is your present grade?

- A. Lieutenant Colonel
- B. Major
- C. Captain
- D. First Lieutenant
- E. Second Lieutenant

VALID CASES 224 MISSING CASES 0

02

VALUE LABEL	VALUE	FREQUENCY	PERCENT	VALID PERCENT	CUM PERCENT
1	1	19	8.5	8.5	8.5
2	2	95	42.4	42.4	50.9
3	3	100	44.6	44.6	95.5
4	4	10	4.5	4.5	100.0
TOTAL		224	100.0	100.0	
MEAN	2.451				
MODE	3.000	.048			2.000
KURTOSIS	-.286	.713			.509
S E SKEW	.163	1.991			-.162
MAXIMUM	4.000	3.000			1.000
		549.000			

2. How much total active federal commissioned service (TAFCS) have you completed?

- A. Less than 2 years
- B. 2 years but less than 6 years
- C. 6 years but less than 11 years
- D. 11 years but less than 16 years
- E. Over 16 years

VALID CASES 224 MISSING CASES 0

07

VALUE LABEL	VALUE	FREQUENCY	PERCENT	VALID PERCENT	CUM PERCENT
7. What is your source of commission?					
A. OTS	1	44	19.6	19.6	19.6
B. ROTC	2	89	39.7	39.7	59.4
C. USAFA	3	89	39.7	39.7	99.1
D. Other	4	2	.9	.9	100.0
TOTAL		224	100.0	100.0	

MEAN	2.219	STD ERR	.051	MEDIAN	2.000
MODE	2.000	STD DEV	.764	VARIANCE	.584
KURTOSIS	-1.009	S E KURT	1.991	SKENNESS	-.272
S E SKEW	.163	RANGE	3.000	MINIMUM	1.000
MAXIMUM	4.000	SUM	497.000		

VALID CASES 224 MISSING CASES 0

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08

27

VALUE LABEL	VALUE	FREQUENCY	PERCENT	VALID PERCENT	CUM PERCENT
8. What is your marital status?					
A. Single	1	104	46.4	46.4	46.4
B. Married to civilian	2	30	13.4	13.4	59.8
C. Married to military pilot	3	75	33.5	33.5	93.3
D. Married to other military	4	15	6.7	6.7	100.0
TOTAL		224	100.0	100.0	

MEAN	2.004	STD ERR	.069	MEDIAN	2.000
MODE	1.000	STD DEV	1.035	VARIANCE	1.072
KURTOSIS	-1.367	S E KURT	1.991	SKENNESS	.358
S E SKEW	.163	RANGE	3.000	MINIMUM	1.000
MAXIMUM	4.000	SUM	449.000		

VALID CASES 224 MISSING CASES 0

VALUE LABEL	VALUE	FREQUENCY	PERCENT	VALID PERCENT	CUM PERCENT
	1	6	2.7	2.6	2.6
	2	11	4.9	5.1	7.9
	3	5	2.2	2.3	10.3
	4	191	85.3	89.3	99.5
	5	1	.4	.5	100.0
	.	10	4.5	MISSING	
	TOTAL	224	100.0	100.0	
MEAN	3.794				
MODE	4.000	.046			4.000
KURTOSIS	8.726	.668			.446
S E SKEW	.166	1.991			-3.082
MAXIMUM	5.000	4.000			1.000
	SUM	812.000			

VALID CASES 214 MISSING CASES 10

Use the following scale to answer the remaining questions.

Scale: A - Strongly agree D - Disagree
 B - Agree E - Strongly disagree
 C - Undecided

010 28

VALUE LABEL	VALUE	FREQUENCY	PERCENT	VALID PERCENT	CUM PERCENT
	1	214	95.5	95.5	95.5
	2	10	4.5	4.5	100.0
	TOTAL	224	100.0	100.0	
MEAN	1.045				
MODE	1.000	.014			1.000
KURTOSIS	17.870	.207			.043
S E SKEW	.163	1.991			4.440
MAXIMUM	2.000	1.000			1.000
	SUM	234.000			

VALID CASES 224 MISSING CASES 0

10. Women pilots have the flying ability (hand/eye coordination) to fly any combat aircraft.

A B C D E

Q11

VALUE LABEL	VALUE	FREQUENCY	PERCENT	VALID PERCENT	CUM PERCENT
	1	194	86.6	86.6	86.6
	2	27	12.1	12.1	98.7
	3	1	.4	.4	99.1
	4	2	.9	.9	100.0
TOTAL		224	100.0	100.0	
MEAN	1.156	STD ERR			
MODE	1.000	STD DEV	.030		1.000
KURTOSIS	15.839	S E KURT	.442		.195
S E SKEW	.163	RANGE	1.991		3.554
MAXIMUM	4.000	SUM	3.000		1.000
			259.000		

11. Women pilots have the physical ability (stamina and strength) to fly any combat aircraft.

A B C D E

VALID CASES 224 MISSING CASES 0

Q12

VALUE LABEL	VALUE	FREQUENCY	PERCENT	VALID PERCENT	CUM PERCENT
	1	178	79.5	79.5	79.5
	2	42	18.8	18.8	98.2
	3	3	1.3	1.3	99.6
	4	1	.4	.4	100.0
TOTAL		224	100.0	100.0	
MEAN	1.228	STD ERR			
MODE	1.000	STD DEV	.032		1.000
KURTOSIS	5.989	S E KURT	.480		.230
S E SKEW	.163	RANGE	1.991		2.260
MAXIMUM	4.000	SUM	3.000		1.000
			275.000		

12. Women pilots have the emotional stability to fly any combat aircraft.

A B C D E

VALID CASES 224 MISSING CASES 0

Q13

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VALUE LABEL	VALUE	FREQUENCY	PERCENT	VALID PERCENT	CUM PERCENT
MEAN	3.162	STD ERR	23.2	23.4	23.4
MODE	5.000	STD DEV	17.0	17.1	40.5
KURTOSIS	-1.552	S E KURT	8.5	8.6	49.1
S E SKEW	.163	RANGE	21.4	21.6	70.7
MAXIMUM	5.000	SUM	29.0	29.3	100.0
			.9	MISSING	
			100.0	100.0	
		TOTAL	224		
		STD ERR	.106		
		STD DEV	1.575		4.000
		S E KURT	1.991		2.480
		RANGE	4.000		1.000
		SUM	702.000		

13. Women should be allowed to fly combat aircraft in a training role, yet not be required to fly in actual combat. (Ex: a female F-15 instructor pilot, who would remain stateside as an instructor if a war broke out overseas).

A B C D E

VALID CASES 222 MISSING CASES 2

Q14

30

VALUE LABEL	VALUE	FREQUENCY	PERCENT	VALID PERCENT	CUM PERCENT
MEAN	1.353	STD ERR	78.1	78.1	78.1
MODE	1.000	STD DEV	13.4	13.4	91.5
KURTOSIS	5.655	S E KURT	4.0	4.0	95.5
S E SKEW	.163	RANGE	4.0	4.0	99.6
MAXIMUM	5.000	SUM	.4	.4	100.0
			100.0	100.0	
		TOTAL	224		
		STD ERR	.052		
		STD DEV	.778		1.000
		S E KURT	1.991		.606
		RANGE	4.000		2.457
		SUM	303.000		1.000

14. If the Air Force policy on Title 10 is not lifted altogether, women should be allowed to perform all missions in those aircraft they are presently allowed to fly (ex. C-141 Airdrop, C-130 TAC Airlift).

A B C D E

VALID CASES 224 MISSING CASES 0

017

VALUE LABEL	VALUE	FREQUENCY	PERCENT	VALID PERCENT	CUM PERCENT
1	10	4.5	4.5	4.5	4.5
2	36	16.1	16.1	20.6	20.6
3	17	7.6	7.6	28.1	28.1
4	93	41.5	41.5	69.6	69.6
5	68	30.4	30.4	100.0	100.0
TOTAL	224	100.0	100.0		
MEAN	3.772	STD ERR	.078		
MODE	4.000	STD DEV	1.174		
KURTOSIS	-.358	S E KURT	1.991		
S E SKEW	.163	RANGE	4.000		
MAXIMUM	5.000	SUM	845.000		

17. The threat of torture, if captured, would be a deterrent in my volunteering for combat aircraft.

A B C D E

VALID CASES 224 MISSING CASES 0

018

VALUE LABEL	VALUE	FREQUENCY	PERCENT	VALID PERCENT	CUM PERCENT
1	4	1.8	1.8	1.8	1.8
2	39	17.4	17.4	19.2	19.2
3	29	12.9	12.9	32.1	32.1
4	105	46.9	46.9	79.0	79.0
5	47	21.0	21.0	100.0	100.0
TOTAL	224	100.0	100.0		
MEAN	3.679	STD ERR	.070		
MODE	4.000	STD DEV	1.048		
KURTOSIS	-.496	S E KURT	1.991		
S E SKEW	.163	RANGE	4.000		
MAXIMUM	5.000	SUM	824.000		

18. Male pilots are receptive to women flying any combat aircraft.

A B C D E

VALID CASES 224 MISSING CASES 0

13 JAN 68 MAJ PETERSON ACSC
9:27:25 FREQ TABLES ON ALL QUESTIONS

019

VALUE LABEL	VALUE	FREQUENCY	PERCENT	VALID PERCENT	CUM PERCENT
1	13	5.8	5.8	5.8	5.8
2	75	33.5	33.5	39.3	39.3
3	48	21.4	21.4	60.7	60.7
4	77	34.4	34.4	95.1	95.1
5	11	4.9	4.9	100.0	100.0
TOTAL	224	100.0	100.0		

19. The American people will now accept women flying any combat aircraft.

A B C D E

MEAN	2.991	STD ERR	.070	MEDIAN	3.000
MODE	4.000	STD DEV	1.055	VARIANCE	1.112
KURTOSIS	-1.045	S E KURT	1.991	SKEWNESS	-.028
S E SKEW	.163	RANGE	4.000	MINIMUM	1.000
MAXIMUM	5.000	SUM	670.000		

VALID CASES 224 MISSING CASES 0

020

VALUE LABEL	VALUE	FREQUENCY	PERCENT	VALID PERCENT	CUM PERCENT
1	89	39.7	39.7	39.7	39.7
2	72	32.1	32.1	71.9	71.9
3	32	14.3	14.3	86.2	86.2
4	23	10.3	10.3	96.4	96.4
5	8	3.6	3.6	100.0	100.0
TOTAL	224	100.0	100.0		

20. I would favor drafting women if a future war required US involvement in large numbers and the draft was re-instituted for men.

A B C D E

MEAN	2.058	STD ERR	.075	MEDIAN	2.000
MODE	1.000	STD DEV	1.129	VARIANCE	1.275
KURTOSIS	-.026	S E KURT	1.991	SKEWNESS	.923
S E SKEW	.163	RANGE	4.000	MINIMUM	1.000
MAXIMUM	5.000	SUM	461.000		

VALID CASES 224 MISSING CASES 0

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21. All Air Force aircraft and missions should be open to women pilots.

A B C D E

VALID CASES	224	MISSING CASES	0
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022 4

VALUE LABEL	VALUE	FREQUENCY	PERCENT	VALID PERCENT	CUM PERCENT
	1	134	59.8	60.6	60.6
	2	46	20.5	20.8	81.4
	3	17	7.6	7.7	89.1
	4	16	7.1	7.2	96.4
	5	8	3.6	3.6	100.0
	.	3	1.3	MISSING	
	TOTAL	224	100.0	100.0	
MEAN	1.724				
MODE	1.000	.075	MEDIAN		1.000
KURTOSIS	1.397	1.108	VARIANCE		1.228
S E SKEM	.164	1.991	SKEMNESS		1.535
MAXIMUM	5.000	4.000	MINIMUM		1.000
		381.000			

22. I want the opportunity to fly any combat aircraft.

A B C D E

	VALID CASES	MISSING CASES
1	221	3

Appendix B

SURVEY COMMENTS

Survey responses have been edited to reduce duplication. Complete written comments from respondents (over forty pages) are available upon request. Responses to actual questions occur first, followed by general information responses. Out of the 224 returned responses, 136 women wrote additional comments.

The author realizes even this lengthy of an appendix may appear biased and perhaps has a "hidden agenda". However, out of respect and courtesy to respondents, the author felt compelled to include at least one-quarter of the written comments. Opposing views are still represented.

Question #10 "Women pilots have the flying ability (hand/eye coordination) to fly any combat aircraft."

Women have proven that they have both the flying and physical ability to fly anything in the Air Force inventory. Horsing a heavy weight, engine-out KC-135 takes much more physical ability than any fly-by-wire fighter around.

I recently had two women students that made me wonder what they would have gotten as assignments out of UPT, had they been men. They were really good!

For #10, 11 and 12 -- Cannot generalize on women pilots. I would have to say some women have more ability than men, but some women are not as capable as men.

Women pilots still earn FAR ratings in UPT. This proves that women qualify the same as men in all aspects of a fighter or bomber aircraft.

In my opinion, women have no physical or emotional limitations to disqualify them from combat. The limitations are in the minds of the American lawmakers and American public.

For question 10 and 11: Testosterone is not required to fly fighter aircraft!!

Question #11 "Women pilots have the physical ability (stamina and strength) to fly any combat aircraft."

In my answer to #11 (undecided) I answered on account of myself. I know I would lack the physical strength needed of some situations/missions. On the other hand, I do not doubt the capabilities of some women and that they could carry out a mission as easily as any man.

Not every woman is qualified mentally and physically for combat aircraft. On the other hand, not that many men are either. The FAR/TTB board in UPT determines who (both men and women) are physically qualified for combat aircraft.

Question #12 "Women pilots have the emotional stability to fly any combat aircraft."

Some do, some don't. Those that do should have the opportunity. Those that don't belong elsewhere.

I think there are some women that fit the category but they are few. A woman's instincts are to nurture not to fight, hence I feel a women would have a much harder time dealing with her conscience.

This question is difficult since women haven't been evaluated in combat. Those women that had some "combat" experience appeared to be very strong emotionally. I feel there would not be much difference between men or women pilots' emotional stability.

Question #13 "Women should be allowed to fly combat aircraft in a training role, yet not be required to fly in actual combat."

If I am assigned to fly an F-15/16, I think it is unfair to men if you limit me to a non-combat role. If I am qualified and willing to take the risks, how dare Congress say I can't.

Some is better than nothing at all. It seems incredible that as adult, American, voting citizens, we are not free to volunteer for duty we are fit and needed to perform.

For several years men instructor pilots in fighter aircraft have had no combat experience. Therefore, no one could use that as a claim against females becoming fighter IPs.

If combat roles cannot/will not be opened up entirely, then the "training only" option would represent an acceptable compromise or interim step. However, "training only" would be too restrictive in theory -- and equally as career limiting -- and impractical in action: when we need people flying at the front, holding instructors out of combat would be administratively chaotic and probably impossible in the face of manning requirements and casualties.

To open women to a training role in combat aircraft but not to an operational role would be a mistake. Those women would have no credibility in that weapon system, and the men would end up pulling more than their fair share of the combat role. Opening the door only partially would cause morale and manning problems in combat - we don't need to do that to ourselves.

Women definitely have the ability to fly a fighter. If Congress doesn't lift the policy on Title 10, then I think women should be allowed to be instructors in fighters so that if there is a war, women pilots would already be prepared and experienced in teaching fighter tactics and wouldn't have to rush to learn those tactics when it becomes necessary for women to fill in as instructors. Women would also be prepared if in a war it became necessary to lift Title 10 and allow women to go to combat.

The first step to allowing women to fly all aircraft and missions is to use them in training roles as stated in question 13. Their performance and ability to work with their male peers must then be evaluated to determine whether it would work in combat.

It seems to me that during a war a lot of the ferrying and instructing will be relegated to the women. I very strongly feel that if it's too early in our country's eyes for women to fly in combat, they should be able to instruct in combat aircraft. The probable instructors during war need to know the tactics prior to the war.

I see no reason why a woman should be trained in a fighter aircraft only to be an instructor. There are enough male volunteers to fill this role, who are also eligible for combat duty. Using women in this role would be excessively costly and I believe would also build resentment among the male students.

You can't have your cake and eat it too. Either we fly planes or we don't. The idea of women training fighter pilots without their being fighter pilots is at best ludicrous.

Agree as a foot in the door to opening all aircraft and missions.

I am undecided on this one since keeping women relegated to non-combat aircraft only exposes men to more danger. It is, however, a way to get our foot in the door so we could get a chance to prove ourselves.

I believe it is a waste of time and money to train someone for a mission they will not be allowed to perform. It is also frustrating for the pilot. I don't believe it is fair for us to be allowed to have the fun/excitement of flying the combat aircraft when we don't have to deal with the danger/fear that the men have to face if we do ever go to war.

Question #14 "If the Air Force policy on Title 10 is not lifted altogether, women should be allowed to perform all missions in those aircraft they are presently allowed to fly (ex. C-141 Airdrop, C-130 TAC Airlift)."

Provided they are allowed to perform these missions.
Strongly disagree if they can only train for these missions.

I personally have no desire to fly combat aircraft - Fighters, G's, air-to-air etc are just not my interests. I prefer MAC, but would like the opportunity to do airdrop and TAC Airlift so that I may do the full range of missions in MAC aircraft.

For question 14 and 15, they go hand-in-hand. I am a former C-141 pilot. The big emphasis in the wing was airdrop. Those not involved in airdrop (women and those others considered to be "weak" pilots) did not get the recognition they deserved and were treated like second class citizens. If a plum mission came up (high visibility) an airdrop crew was selected even though it was an airland mission. For example; during the Grenada operation, I sat back and watched the home fires as a scheduler, while my male contemporaries who were airdrop qualified (just in case) flew airland missions (taking Cuban household goods to neutral Mexico) and were rewarded with medals. Example 2; during an ORI (Operational Readiness Inspection) the airland portion of the Wing's mission was rated Outstanding...the airdrop portion was rated excellent, yet the Commander tried to reward the airdrop crews with Achievement Medals and made no mention of the superior efforts made by the crews in the airland portion of the inspection. This type of discrimination is perfectly legal under present policy. When I cannot, by law, compete with my contemporaries - even those in the same aircraft -you bet my career suffers!

Question #15 "Not being able to fly combat aircraft hinders my military career and stops upward progression."

Not necessarily. It is possible to have a successful military career in non-combat aircraft. However, our options are severely limited.

Because of the problems with career advancement, I don't think a woman will ever be a squadron commander in any unit that has even a partial combat role. Therefore, in my case, I will be leaving the Air Force after my next assignment.

A problem you have only briefly addressed is that of career progression. The number of operational command slots open to me (by law) is extremely limited. Realistically, even those slots which are in Air Training Command may be extremely difficult to attain due to attitudes and the "old boy line". How can the Air Force expect to retain bright, young, goal-oriented women when the future prospects for such a person are so dim within the organization. I will have to leave the flying business to be promoted to a point where I'm guaranteed retirement. In summation: Until combat positions are open to women, the AF can expect a high attrition rate among women pilots past the rank of captain.

Not only is upward progression stopped, but we become "pigeon-holed" in certain jobs, IE simulator instructor, because personnel requirements for such jobs dictate non-Airdrop, non-special ops personnel. Our latitude in jobs is therefore curtailed as well. (Especially at Charleston AFB where airdrop and SOLL play such a large role in our taskings.)

The key is opportunity. More opportunities have opened to women in the past 10 years and we are proving our capabilities. Attitudes are changing and its extremely refreshing. We do, however, need to continually push for more changes. Being limited to certain aircraft and further, certain aircraft missions seriously affects military careers.

I will separate from the Air Force in 16 months - largely due to the limitations imposed by Title 10.

I feel any stats on women and retention rates are going to be skewed. Most pilots are reaching their 6 year commitment at the same time the airlines have launched the biggest hiring campaign ever. Another reason women are getting out is career progression. Will a woman ever be a wing commander of any base w/bombers? Or a squadron commander of a C-141 squadron where they fly tactical missions? ANS: NO! Allowing women into fighters/bombers/TAC missions will help retention.

I have 3000 total flying hours in the T-37 and the C-141. I am separating from the service in early 88. My reasons for separating have nothing to do with money or promotions. I am leaving the service due to lack of job satisfaction and lack of flying challenges. I am presently stationed at Charleston AFB, SC. Charleston's mission contains much Special OPs and Airdrop. Both of which I can not do! This has hurt my progression within the squadron and the wing. As a matter of fact, my squadron ops officer literally told me that I was not a useful resource and he didn't know why they keep sending women to Charleston! What a statement! Anyway, the men flying special ops and airdrop get far more proficient at hands-on in the C-141 than I do. Not to mention that there is an elite "Ole Boys" club that I just don't belong to. Also, all the crews in special ops automatically get their APRs and OERs sent to 21st Air Force. Boy, can that make a difference in your promotability. Airdrop missions keep you at home as well, which means that I am always on the road. Here at Charleston we have had two women Flight Evaluators. They were both assigned to the simulator. Women basically cannot be squadron or wing flight evaluators, or in squadron or wing stan eval because airdrop qual is required. It basically gets down to the fact that I don't get to do the "fun" stuff in the C-141 that builds comradery and "esprit de corps". I am not challenged in the C-141 and feel left out of the mainstream. When I put in my separation papers I was asked to go talk to the Wing DO. One of the many questions he asked me was "What assignment or job, if any, would make you change your mind about separating?" My answer was an F-15 to Holloman AFB, NM. A reasonable request, or so I thought. Thank you for your time. I hope things change for the women in the future, but I'm tired of waiting.

I don't think the lack of combat aircraft is hindering our careers. Rather, its the "old crusty" colonels who can't imagine a woman ops officer or squadron commander. They move women around like tokens...one per flight, etc. One colonel said, "I can't handle the pressure of having another woman in Stan/Eval". Too bad they don't consider us as qualified pilots instead of women pilots. A woman in a command position is still considered unique. I really believe women are treated "worse" than any other minority in the AF.

The AF may want to explain the low retention rate of women pilots on women wanting to "get married and have children" like Jackie Cochran told Congress after WW II. And use it to prevent younger women from having more opportunities than even we had/have. These issues must be brought to light and I think your research is commendable.

Question #16 and 17 "The threat of capture and confinement would be a deterrent in my volunteering for combat aircraft" and "The threat of torture, if captured, would be a deterrent in my volunteering for combat aircraft."

Everyone -- at least those with functioning brains -- consider capture, confinement and torture deterrents to entering combat. However, most women pilots I know, including myself, would dutifully do our parts. Pain and fear are gender neutral, so are patriotism and commitment to duty.

An interesting distinction between #16 and #17. What I fear most is sexual type torture. Pain doesn't bother me near as much as being sexually abused/tortured.

I feel the greatest drawback to women entering combat is the POW situation. The thought of capture would not deter me from volunteering for combat, however, my deepest concern is the fact that as a POW in a camp with my male peers, I would probably be one of the greatest weapons the enemy would have against the majority of male POWs. Our society has instilled in the majority a protectiveness for women. This protectiveness allows the enemy to use the abuse of women (actual or threatened) to break down the male morale much quicker. I think when a man is subjected to torture, a rebellious and determined side of his personality is aroused. However, if a man watches or is told a woman is being abused a protective side is stimulated. He tries to protect her and stop the abuse by whatever means he can. As a result, women are the enemy's greatest weapon.

War is never desirable, as is the thought of becoming a POW. However, should a war break out, I feel our expertise can be used to help the U.S. defend itself and death or capture is a part of it. I'm willing to take that chance to preserve my way of life!

Come on! Does the threat of nuclear war prevent us from living normal lives?

No sane person would completely ignore - or deliberately overlook these possibilities. But like most male pilots, I'd go anyway.

The aircraft and missions we can fly now are not really much safer than actual combat. It's a risk that goes with the job. I really don't think capture, torture etc. would be any worse for a woman. Men get raped, men get killed, and it's no more horrible to have "my son" captured or killed than to have it happen to "my daughter". If you care about human beings it's horrible no matter who he/she is.

Question #18 "Male pilots are receptive to women flying any combat aircraft."

Men as a whole have not been "brought up" to accept women in fighters. It's a social upbringing problem. Not too many men can handle being "beaten" by a woman in athletics, intellectual endeavors, and flying. Many men (and women) still think a woman's place is in the home too.

The problem is not only with male pilots. There's a surprising number of military and civilians who don't even realize women are prohibited from flying certain planes. Part of the problem seems to be with overall education of the population.

I've talked with several officers who, having been in Vietnam, can't picture women in the flying squadrons. It only complicates an already stressful situation, and more importantly in a command decision. Also in reference to a POW situation, most men have told me that they dread being in a POW camp with a woman because it would be so much easier to get information out of the men by torturing the woman. My opinion, bottom line, is that women could handle flying in combat, but men are not ready for that yet - maybe not for a long time.

Male crewmembers take it as a matter of pride that they're the only ones to fly in combat. It gives them the feeling that, no matter how "weak" they really are, they're intrinsically more important to the overall AF mission than the "strongest" woman pilot. So if you allow women to fly, it'll be the most insecure men that will yell the loudest. A good lead doesn't care if his wingman is black or white - or female - as long as they stick.

I don't think that male pilots are in favor of us flying combat aircraft, but they weren't in favor of us flying any military aircraft and we've proven we're completely capable of that.

I have spoken with several male pilots concerning this subject. Those who have witnessed the skill of female pilots and understand their desire to fly all types of aircraft support them. I also recognize a need in some male pilots to be set apart. The "ego" a fighter pilot shows has flowed over to male MAC pilots who fly special mission such as airdrop. There are some who still feel threatened by a "better" female pilot, but I don't know how widespread it is.

Oh boy! I asked this question while on alert and opened a wild debate. Though over 75% of the men favored us flying bombers and fighters, they all had reservations about capture, torture and rape.

If fighters were opened for me -- I probably would not volunteer. For me, the deterrent would be the way I expect I would be treated by my fellow American male fighter pilots. Life is too short to put yourself through that kind of hell voluntarily. I know I could be a good fighter pilot. But in fighters, most of your day is spent on the ground, not in the air.

Most men will be quick to use pregnancy as their excuse for limiting women. For every pregnant crewmember, I've seen at least as many men with kidney stones.

Four years ago I went to an F-4 ANG squadron waiting for a friend. I was in civilian clothes. A 4-ship crew came in to debrief. They were milling around the area I was sitting and offered me a beer. I accepted and then they asked what I did. When I told them I was a T-38 IP, a major asked "Did you sleep your way through UPT?". At which I laughed; I thought he was kidding (and it was 8 vs 1). The major continued "women belong on their back in the rack." I was dumbfounded -- I couldn't say anything in defense. The other seven said nothing to shut the major up.

It's hard to classify "men" and "American people" as whole groups. I think younger men and young Americans, are receptive to women in a combat role. Especially the ones who have trained with women side by side (which in itself says something about our abilities). The older generation is definitely less receptive to this subject.

Most of the men pilots I talk to say women should not be allowed to fly combat aircraft. My perception is that they feel the POW issue is the main concern...and their egos. As far as their egos are concerned, who cares. FAR qualified female pilots are as good as any male FAR pilot. To be denied an opportunity you are qualified for solely on the basis of sex is discrimination.

Question #19 "The American people will now accept women flying any combat aircraft."

I personally believe that the majority of our country, even in this age of women astronauts, would find it hard to accept women in combat.

The military has not traditionally relied upon popular public opinion when making decisions concerning manning and personnel. However, it often comes up as a convenient excuse for restricting women's roles. I believe its significance should be down-played on this subject.

Most average, every-day Americans are not even aware that women can not fly fighter aircraft. I have conducted many static displays, orientation flights, civic group lectures, and am constantly asked why I chose heavies over fighters. I did NOT choose - it was chosen for me. I volunteered for a T-38 instructor out of UPT so I could stay in a "fighter-type" aircraft as long as possible. I would take a fighter assignment today - in a heartbeat.

Women's equality is in a dangerous spot these days. The backlash is gaining momentum, so no politician will open themselves up to really supporting the change of Title 10. My personal feeling is that the American public doesn't give a damn if women are maimed, tortured or killed - what really worries them is that they'll be trained to shoot back.

Question #20 "I would favor drafting women if a future war required US involvement in large numbers and the draft was re-instated for men."

Draft women? You bet. I would support a draft of eligible women without children. I would not, however, support sending them to war in combat roles against their will. (I guess that's just a bit too liberal, even for me.) In the Army context -- infantry and other "ground pounder" jobs -- the average woman would be at an obvious disadvantage physically. But women who are strong enough and willing, should be allowed to serve in those roles. Standards in any field should not, and need not be lowered to allow women to serve in combat roles. But if a woman meets the standard, and she is as willing as she is able, no opportunity should be denied based on her gender!

Military service other than admin or nursing should be optional for women. I think every American citizen should be required to serve their country, but not necessarily in the military.

I think equality of women will eventually lead to women being drafted. But I feel society has not prepared women for that role. Men are raised to believe in time of war it is their responsibility to defend their country. Women have not been given that shared responsibility. In my experience women in the military are considered a novelty and I'm often asked by my civilian female counterparts, "Whatever drove you to join the military?" I do not think men are asked that question very often because it is just understood that they are serving their country.

Eighty percent of a war is logistics and backup by people who never see a combat zone. If the general public doesn't want women in combat surely they shouldn't object to women doing the other jobs in the military that don't require facing combat. It is unfair to ask 49% of the population to fight a war for 100% of the population. It is people's general beliefs and attitudes that seem to be as much of a hindrance as the pentagon.

I don't believe the draft should indiscriminately involve women to fill combat positions, although I feel we could fill any noncombatant role. I feel women pilots in combat is a totally different situation than women in the Army in combat and should be evaluated differently than ground troops.

That decision should lie with the women. I believe that everyone should take part in serving their country, but when it comes to combat (this sounds hypocritical) women should be given the choice.

Question #21 "All Air Force aircraft and missions should be open to women pilots."

Congress' hand may be forced on this issue due to dismal pilot retention. They may be forced to use the remaining pilots (men and women) where they are needed most. They will be needed in the cockpit, be it MAC, SAC, TAC or ATC.

I see no reason why women should not be permitted to fly any aircraft. During WW II women flew military aircraft. After the war however, this country, and particularly the Air Force, returned to the Dark Ages. Thirty years later women are allowed to fly Air Force aircraft on active duty. If war occurs in the future, it is conceivable that the Air Force may be forced to put women in the cockpits of combat aircraft due to a shortage of military pilots. If this is to be the case, I would prefer to have had the years of training and experience in combat maneuvers that my male counterparts will have. I can not get this experience flying trainers or heavies. If I am not "qualified" to fly combat aircraft now, I don't want the Air Force to push me through "combat training's quick course" when a war hits. They can find another clay pigeon for the enemy's target practice.

A major point that does not even appear to be hinted here is that ALL pilots are volunteers - so no pilot is sent to combat without consent. All planes should be open to all pilots -- not to mention a woman's body is more physiologically suited to a fighter than a man's to G-tolerance.

Question #22 "I want the opportunity to fly any combat aircraft."

Opportunity, yes. Personally, I don't have any desire to go to war, anymore than my male counterparts do. However, I have the same training they do. Why should I not be required to accept the same responsibility?

My oath as an officer did not specify that being a woman I would only do noncombat roles. I said I would serve as an officer wherever duty required. I feel the same concerning the pilot skills. There are no caveats in the oath I took. I stand by my commitment. As I see it now, I have the responsibility to be able to accept any flying mission as requirements dictate. As it stands now I don't have the opportunity to meet the responsibility. Without both, the AF will not be making the most of its resources.

I would like to be given the opportunity to fly a fighter aircraft. I don't think its fair that men can dictate the fact that women can't fly fighters simply because they're women. There is no factual information substantiating the claim that women are unable to fly fighters due to any physical or emotional quality. I think its time Congress lifted Title 10 and allowed women to participate in a field where women have a lot to contribute.

While a strong advocate for a woman having at least the option of flying any Air Force aircraft she's qualified for, I would not necessarily volunteer for a combat aircraft at this stage in my career. Out of UPT I probably would have.

I believe in our country and I'll die for my country defending it. I joined the military in hopes that my small part of this large organization may help in deterring any future wars. I will support my country faithfully in whatever job capacity they may ask of me, however, I have no desire to ever be a part of combat.

I am writing this in a great hurry because I'm going TDY. I am very impressed with your project. I am a KC-135/T-38 SAC pilot and I would fly a combat aircraft in a heartbeat. Something you may be interested in - the Canadians actually have an all-female fighter squadron (at least that is what I've been told by two different Canadian pilots). I've even given passing thought to an AF exchange with them (if I can't fly F-18's for my country, I'll fly them for Canada).

I do not want to fly any combat aircraft, but I think other women who want to should be offered the opportunity. My main objection to flying fighters is the mentality and ego of the people I would be dealing with everyday.

GENERAL COMMENTS

I'm a "combat ready" pilot on a "combat crew" and can even get some kind of ribbon/award to that effect after two years on a "combat ready crew". But I can't fly combat.

I do not know who you are supplying this information to, but really the whole subject depends more on the American people (Congress, etc) than the Air Force. Unfortunately, we already have women flying "combat" aircraft - (I fly a WC-130, my sister flies KC-135's) and although these aircraft do not shoot bullets, they are just as likely to be shot at. I very strongly feel that the combat limitation is such a finite and concrete limitation to my career that it affects my decision to stay in/leave the AF. I am a very competent aircraft commander and find it very restrictive to be merely a "pawn" and not a "player" on the Air Force team. I think it a shame that the AF/military will have to wait until we are needed logistically before we are trained in those missions we may, unfortunately, be flying. The Air Force overlooks some very talented pilots by limiting women to transport, tanker etc cockpits, and I think this rule should be changed ASAP or many trained individuals (women pilots, their pilot husbands) will leave the Air Force in search of jobs where they can fulfill their potential and participate in the whole mission of their occupation instead of merely one facet.

As a KC-135 aircraft commander I feel somewhat confused as to whether I am in a combat aircraft (technically speaking):

1. I attended CCTS at Castle (Combat Crew Tng SQ.)
2. Part of survival school was E&E and resistance training
3. I receive combat readiness ribbons
4. I sit on alert as part of the strategic triad

My closing comment is that if women want to do all this then they should, but only if qualified, and therefore compete directly with men (same criteria). I believe in qualified persons for a job and get hot under the collar about women's lib, as a whole. So, if we want to fly combat aircraft, and I believe we should, we should also get those lovely B-52 to Minot assignments and I'm sure some men would be pleased.

This survey is welcome and long overdue! For some months the controversy of women in combat has been waging on Capital Hill, yet no one has bothered to ask we the women our opinions, yet we will have to pay for their decisions.

As rated women attain higher rank, we are severely limited in places we can go if we want to keep flying. I think the Air Force doesn't mind if women pilots get out and don't care that much about helping us out because they have no place to put us. Good luck on your research.

Flying fighter aircraft should remain voluntary, even when/if opened to females. Just because I want the opportunity to fly any combat aircraft does not mean I would volunteer for TAC fighters, etc. at this point in my career. The opportunity should be there for all females who, like myself, were FAR qualified out of UPT and want a more challenging mission. Many females already have established their career goals within their present command. If fighter/combat roles are opened to women, a lack of currently qualified volunteers should not be construed as "women really don't want to fly combat". It may simply be an unwise career choice at that point in their careers.

I imagine I'm in the minority by not strongly agreeing that women should be allowed to fly combat aircraft. My concern does not lie in any doubts about our ability to do the job or kill in combat. I don't even worry about the men accepting women into their ranks. That would come with time. However, as long as women make up only one percent of the pilot force, there's no necessity to put them into combat aircraft. If women were to become a significant percentage of the total flying force, it would be only logical to allocate some of them to combat aircraft, and I would strongly support a move to rescind Title 10. Perhaps the women's liberation movement would be more effective if they exerted themselves in removing maximum quotas of women military members - not to mention women pilots.

I wish to serve my country to the best of my ability, not to the limited pilot career opportunities now present and alleged limited capabilities of women pilots. I understand the risks/problems associated with such a job (fighter pilot). The decision to serve your country should not be based on or limited to risk factors. Overall the men I have worked with have treated me fairly and I enjoy working with them. However, it is easy for people (men/Congress) to make decisions about other people when they have never felt or understood what it is like to be denied an opportunity you are more than qualified for, solely due to your sex. As my mom says "A woman must do twice as good to get half the credit". I find it refreshing that someone (you) has taken an interest in this subject. Thanks and good luck.

My commissioning oath reads the same as the men's: "against all enemies foreign and domestic." There is no proviso for combat, threat of capture, or enemy fire. Give me the opportunity to defend my country to the maximum level to which I've already pledged myself. It is now time to redefine the role of women pilots in the military. I'll accept whatever inroads Congress grants, be that instructor status with no operational commitment, full mission qualification in the aircraft we already fly, or opening all cockpits to women. The wall of inequality will be knocked down one brick at a time.

I know that there are women who are qualified to fly in combat and want to serve their country. However, I do not feel that "women" in the general population are ready at this time to participate in combat. Therefore, I think that combat positions should be filled on a voluntary basis at first. As society gets used to the idea, we can move to a non-voluntary (men and women having the same chance of serving in combat positions) status.

If a war were to break out today, it would be all encompassing. I don't think there will be a defined FEBA as in Korea and WWII. War is progressing as was shown in Vietnam to have no forward line but to take part in the whole country. Therefore there is little difference as to which airplane I would be flying as to whether I would be in "combat". There is equal chance of being shot down in a C-141, EC-135, C-130 as a B-52 or F-15. Also, the lines of determining which aircraft are combat and which are not, are so fuzzy at the moment, not even MPC seems to know whether women can fly the different models of C-130's and 135's. The only thing we know for sure that we can not fly is fighters and bombers.

I feel that by allowing women to fly fighter aircraft, the Air Force will have a more effective fighting force because the best people will be flying combat. Instead of devising a policy which moves us in that direction, it seems to me that the Air Force is "dragging its feet". The American peoples opinion about what women can and can't do is driven in part by what women are permitted to do --the same holds true of Congress and Air Force members themselves. If the Air Force had an aggressive program for women instructors at Sheppard and Holloman, I think you would hear very little opposition from Congress or the public. With this type of incremental but purposeful approach, we could soon send women pilots to RTU's as instructors, and we would then have a good case to go before Congress and ask for relief from Title 10's combat exclusion clause. Unfortunately, I sense a marked ambivalence among the Air Force leadership to move in this direction. Perhaps because they themselves do not see the advantages of having women fly fighters. Hopefully this will not result in a "too little too late" realization of what women have to offer the nation's combat forces.

The American people are much more receptive to women flying in combat than the military will give them credit for (or maybe the military is afraid to admit it). I have been to a lot of airshows around the country and I have found that people are really surprised to hear that women are not allowed to fly in combat. It seems the Pentagon keeps throwing up obstacles against having women assume combat duties. The American way is to find solutions. We can put a man on the moon yet we can't design "piddle packs" for women to fly fighter aircraft?

I really couldn't care less if the senator from Podunk gets scared for me in combat - he should be scared for me, and the men, too. We're not children to be protected from our own choices. Of course, our personal "stability" and qualifications should not even come into question - but if we do have to continue to prove ourselves under stress, we will. I personally think women I've known in the cockpit handle stress better than the average guy. And I'll be the first one to tell you that I know I have an ego and drive big enough to fill any cockpit! I happen to love my mission in the KC-135. I'm not sure, given a choice whether I would go into a fighter this late in my career. But there's a good chance I would have seriously considered it earlier. I believe I should have had the opportunity to consider it.

My husband and I are currently making plans to separate from the USAF due to the callous attitude inherent in the assignment process with respect to the join-spouse issue. Too bad that USAF is losing two highly trained and well-qualified instructor pilots because it's too insensitive to people issues. The present airline hiring makes me think your survey is moot, since there won't be anyone around to fly the damn jets.

From my perspective on the Air Staff, women pilots have a dim future as commanders. The reason I make this statement is because we know little of the war-fighting mission of the AF. Sure we can refuel, fly cargo, train, and medivac...but when it comes to policy making, strategic planning, war order execution, we all lack the background -- fighter or bomber experience. This is so important in the positions of colonel and general. Without combat experience we lack the credibility as warriors. I do not think the AF is wrong in this regard as I would not feel comfortable with an admin or supply person running the AF. The combat exclusion does a number of things to us: decreases our promotability - our career progression is very narrow in the higher ranks; restricts us from performing sensitive jobs therefore we do not gain experience in a war time environment (like the fighter and bomber guys) nor are we awarded the goodies like men (Topgun, William Tell, Bomb comp, etc.); even in ATC we are held back, because the FAIPS who want fighters are given Stan Eval jobs and other good deals. (I know this sounds like I am whining, but notice no female in ATC Stan Eval, no female in key HQ ATC positions, and no female ever in T-38 Stan Eval at Randolph or not even a flight commander.) I grit my teeth at the suggestion of allowing us to train, but not fight in an F-15 or F-16. However, I think it is the best way to get our foot in the door. Just being qualified in these aircraft will open up a lot of opportunities for us - Thunderbirds, aggressors, RTU. And when the war starts and we suffer a 20 percent loss on the first day...guess who they'll call to fly their combat missions -- WOMEN PILOTS.